



DEPARTMENT OF THE ARMY
HEADQUARTERS, 4TH INFANTRY DIVISION (MECHANIZED)
FORT HOOD, TEXAS 76544-5000

REPLY TO
ATTENTION OF

AFYB-CG

MAR 22 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment (POSH)

1. References:

- a. AR 600-20, Army Command Policy, 7 June 2006.
- b. III Corps Command Policy, EO-2, 17 July 2006.

2. Purpose: To ensure personnel are aware that sexual harassment will not be tolerated in the 4TH Infantry Division.

3. Applicability: This policy applies to all military personnel, civilian employees, and applicants for employment in the 4TH Infantry Division.

4. Proponent: The proponents for this policy are the Equal Employment Opportunity, AFZF-EEO located in building 1001, at 287-3602 and the Equal Opportunity Advisor's Office, AFYB-EO located in building 410, at 287-3087.

5. Each of us has a responsibility to maintain high standards of honesty, integrity and conduct to assure the proper performance of the Army's mission. Sexual harassment violates these standards, undermines interpersonal relationships and interferes with the effectiveness of the 4TH Infantry Division.

6. Sexual harassment is unacceptable behavior. It is a violation of the high standards of conduct that I expect from all personnel at every grade engaged in our mission. Sexual harassment will not be tolerated and individuals engaging in such behavior will be held accountable.

7. Individuals who think they are being sexually harassed by supervisors, coworkers or peers should make it clear such behavior is offensive and unacceptable. Allegations of sexual harassment should be reported. It is the responsibility of every supervisor and manager to examine the matter and take appropriate action ensuring that instances of sexual harassment are addressed promptly, fairly and effectively. Commanders, managers, and leaders at all levels will ensure that anyone filing a complaint alleging sexual harassment will be protected against acts or threats of reprisal and retaliation.

8. In addition to reporting sexual harassment to your supervisor, there are several other avenues of redress available to you. Anyone, service member or civilian, may make such reports to the EOA, the Inspector General, a chaplain, medical agency personnel, the Staff Judge Advocate or someone in a higher echelon in your chain of command. In addition to

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these alternatives, civilians who think they are being sexually harassed may also bring their complaint to the EEO Office or to an EEO Counselor.

9. I expect your full support in and commitment to the Division's high standards for conduct and prevention of sexual harassment.

10. This Command Policy Memorandum supersedes Command Policy Memorandum EO-01, dated 21 June 2004.

A handwritten signature in dark ink, appearing to read 'Jeff W. Hammond', with a stylized flourish at the end.

JEFFERY W. HAMMOND
Major General, USA
Commanding

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